2022 Viable Possibilities
"Community-based Leadership Group"

How We Got to the Idea of Community-Based Leadership

2022 Viable Possibilities
"Community-based Leadership Group"

For several years there's been a desire in the St. Paul Province community for there to be more collaborative, mutual, equitable ways for the Sisters, Consociates, Agrégées, Friends, St. Joseph Workers and Partners to gather, to connect and relate, to foster the growth of CSJ community and mission among us and our local area.

2022 Viable Possibilities
"Community-based Leadership Group"

This is *not* to replace the religious governance for Sisters. It is more like a network that supports existing and emerging ways of living the charism, the mission.

Congregational 2013 Chapter's theme was a verse from the prophet Isaiah, 'Behold I am making something new, do you not see it?' (43:19)
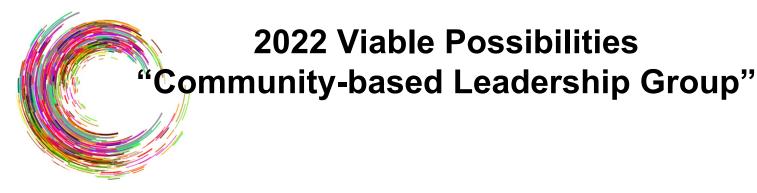
"As Sisters of St. Joseph and Consociates, we seek to embody the charism of unifying love, while recognizing the many ways of living and expressing this charism. We also recognize and rejoice that we already live in communion with many who share our charism and mission."

"Create an umbrella/framework that networks and supports existing and emerging ways of living the charism."

The 2019 Congregational Chapter Statement for Direction said, Sisters of St. Joseph of Carondelet and Consociates "stand in communion with all who share our passion, charism, and mission: St. Joseph Workers, partners in mission and ministry, friends, emerging and ongoing relationships such as Agrégées, and all those enlivened by our charism."

2022 Viable Possibilities
"Community-based Leadership Group"

The Viable Possibilities also offered the idea of CSJ community-based leadership.

- ❖ This does *not* replace the religious governance for Sisters.
- ❖ Community-based leadership would assist further evolution, to provide a transition or bridge to what might in the future.
- ❖ Community-based leadership can ensure the implementation of the what we have called the Acts of Chapter

2022 Viable Possibilities
"Community-based Leadership Group"

❖ How can we create a more collaborative, mutual, equitable way for us to gather, to connect and relate, to foster the growth of CSJ community and mission among us and our local area?

❖ What is the vision that will carry the charism and mission forward?

❖ How might community-based leadership help us become what we desire and need to become?

2022 Viable Possibilities
"Community-based Leadership Group"
Four themes Summary report feedback

Feedback Reporting Summary

What stands out to you in the data? What would you add to the data?	125 responses*
What stands out to you in the recommendation? What would you add to the data?	82 responses*
Chat Box Feedback	40 responses*
Large Group Remarks	21 responses*

* Please note that these numbers are estimates. Many of the responses included more than one question/recommendation/suggestion. 9

Data Analysis/Synthesis Group Members

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Data Analysis Methodology

We reviewed the following:

- ❏ Small Group Reports
- ❏ Feedback on Chat
- ❏ Large Group Discussion Remarks

Outcome

- ❏ Five major themes- concerns/questions emerged

What Stands Out to You In the Data?

Five Major Themes – Concerns and Questions

- ❑ Vision for the St. Paul CSJ community
- ❑ Purpose/Mission of the Community-based Leadership Group
- ❑ Structure/Authority
- ❑ Relationship of Community-based Leadership Group with other Groups
- ❑ Simplification

Theme 1: Vision for the St. Paul CSJ Community

A CSJ Community vision needs to be developed.

❑   What do we (the community) want to become?

Theme 2: Purpose/Mission of the Community-based Leadership Group

The Community-based Leadership Group needs a Purpose –
❑ What will be their scope of work, duties and responsibilities?

Theme 3: Structure/Authority/Name of the Group

- ❑ What will the structure of the Community-based Leadership Group look like?

- ❑ Who will they report to, what will be their decision-making authority, and responsibilities?

Theme 4: Relationship of Community-based Leadership Group

Where does the Shared Leadership fit within the current structure – three commissions, Community Assembly Planning Committee, Acts of Chapter, Consociate Council and Consociate Leadership Collaborative?

Theme 5: Simplification

❑ As we create something new, how does that mesh with the call of simplicity?

❑ How can we address the "Simplification question" without understanding the "how and why" of the Proposed Community-Based Leadership Group within the current CSJ Structure?

Data Analysis Task Group Recommendation

❑ Engage, effectively and creatively and in new ways, the broader community in visioning the future.

❑ Engage the broader community in exploring concerns and welcome additional suggestions pertaining to the Purpose, Scope of Work and Structure of the proposed community-based leadership group.

Data Analysis Task Group Recommendation

❑ From this engagement and the data from the listening sessions, survey, and other engagement strategies, create a description of the Purpose and Scope of Work of the community-based leadership group as well as possible scenarios of its Structure/Governance.

❑ Present the work of the small group to the boarder community for further analysis, dialogue and refinement until consensus about the proposal is reached.

Data Analysis Task Group Recommendation

❑ Recommend that a process coordinator/ facilitator be engaged to work with the small group.

Second Question: What Would You Add to the Data?

❑ Additional Leadership Models should be explored.

❑ Explore other Leadership Styles such as participative, servant, transformational, etc.

Second Small Group Question– What Stands Out For You in the Recommendations?

Four Major Themes

❑ Group of 5-7

❑ Community Engagement

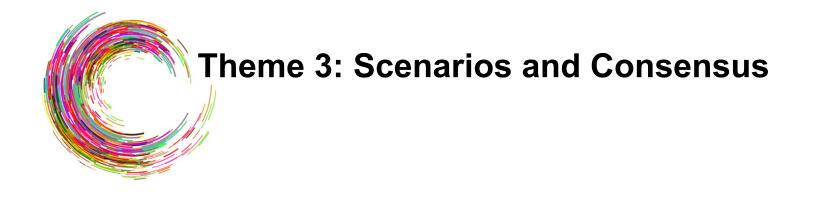❑ Scenarios and Consensus

❑ Engaging a Facilitator/Process Coordinator

Theme 1: 5-7 Member Group

❑ Establish the 5-7 Member Group to continue the work.

Theme 2: Community Engagement

❑ Desire to have significant broad-based engagement throughout the process – planning, analyzing, and decision-making.

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Theme 3: Scenarios and Consensus

❑ Desire to see scenarios/options in the planning process to provide feedback.

❑ Desire that there will be a real consensus as we have known it with 85% agreement and the rest being able to live with the decisions.

Theme 4: Facilitator/Process Coordinator

❑ Support to engage a facilitator/process coordinator.

No Responses to the Second Question: What Would You Add to the Recommendations

**We appreciate all those who participated
in the Small Group Discussions and the Recorders.**

Small Group Experience

❖ In all that you have heard so far this morning, what are you hearing that can move us forward?

❖ What may be challenges in moving us forward?

Small Group Experience

❖ How can we create a more collaborative, mutual, equitable way for us to gather, to connect and relate, to foster the growth of CSJ community and mission among us and our local area?

❖ How might community-based leadership help us become what we need to become?

❖ What are the individual talents, treasures and passions that will keep this community evolving?

Quiet Reflection for Large Group Sharing

"The things we fear most in organizations – fluctuations, disturbances, imbalances – are the primary sources of creativity."

"Facing reality is an empowering act – it can liberate our mind and heart to discern how best to use our power and influence in service for this time."

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from Margaret J. Wheatley, Who Do We Choose to be? Facing Reality, Claiming Leadership, Restoring Sanity.   2017